



*State Board of Nursing*



# Fiscal Year 2018 Annual Report

July 1, 2017 - June 30, 2018





## *State Board of Nursing*

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### **This Fiscal Year 2018 Annual Report is respectfully submitted to:**

The Honorable Governor,  
**Michael L. Parson**

**Chlora Lindley-Myers, Director**

Department of Insurance, Financial Institutions and Professional Registration

**Kathleen (Katie) Steele Danner, Director**

Division of Professional Registration

and

**Members of the Nursing Profession and the Public**

*The mission of the Missouri State Board of Nursing is to protect the public's health and safety through regulation of nursing education, licensure and practice.*



# Missouri State Board of Nursing

## Board Members FY 2018



Anne Heyen, DNP, RN, CNE,  
President



Mariea Snell, DNP, MSN, RN,  
FNP-BC, Vice President



Bonny Kehm, PhD, RN,  
Secretary



Adrienne Anderson Fly, JD,  
Public Member



Terri Stone, DNP, APRN,  
FNP-BC, AOCNP, RN, Member



Rhonda Shimmens, RN-C,  
BSN, MBA, Member



Alyson Speed, LPN,  
Member

## FY 2018 BOARD OF NURSING EXECUTIVE TEAM

**Lori Scheidt**, MBA-HCM, Executive Director

**Elizabeth Willard**, BA, Executive Assistant

**Quinn Lewis**, BS, Director of Enforcement

**Janet Wolken**, MBA, RN, Director of Compliance

**Debra Funk**, BSN, RN, Director of Practice

**Angela Marmion**, JD, General Counsel

**Angie Morice**, Director of Licensure

**Ingeborg “Bibi” Schultz**, MSN, RN, Director of Education

## FY 2018 BOARD OF NURSING TEAM MEMBERS

### ADMINISTRATION

Gretchen Ihms, Processing Tech I —*through 8/13/17*

Chelsie Bartley, Processing Tech I —*effective 9/25/17 through 12/26/17*

Sarah Coffman, Processing Tech I —*effective 2/05/18 through 5/31/18*

### INVESTIGATIONS

Eric Rusatsi, Investigator I —*effective 8/14/17 through 2/27/18*

Kirstan Chambers, Investigator I —*effective 3/28/18*

Tamra Jenkins, Investigator II

Marvin McCrary, Investigator II

Eric Weddle, Investigator II

Dean France, Investigator II

### EDUCATION

Ryan House, MSN, RN, Education Compliance Officer

Mallory Ainsworth, Education Office Assistant

### PRACTICE

Megan Thomas, Processing Tech III —*through 8/07/17*

Ashely Williams, Processing Tech III —*effective 7/31/17*

### COMPLIANCE

Valerie Groose, Paralegal —*through 4/30/18*

### LEGAL

Kristi Gilpin, Senior Paralegal

Ian Hauptli, Associate General Counsel —*through 11/09/17*

Sabrina Basinger, Associate General Counsel —*through 9/07/17*

Kevin Hall, Associate General Counsel —*effective 3/26/18*

Marcella Forck, Associate General Counsel —*effective 6/04/18*

### LICENSURE

Michelle Cartee, Licensing Supervisor

Rita Juergens, Processing Tech III

### PROCESSING TECHNICIANS

Ashley Schulte

Ashley Williams —*through 7/30/17*

Whitney Yancey

Kassidy Kliegel

Kirstan Chambers —*through 3/27/18*

Gretchen Ihms —*effective 8/14/17*

Alicia Kemp —*effective 5/09/18*

# HIGHLIGHTS OF FISCAL YEAR 2018

The mission of the Missouri State Board of Nursing is to protect the public's health and safety through regulation of nursing education, licensure, and practice. In FY2018, the Board worked diligently to improve services and strengthen programs for public protection. Highlights of the Board's work are listed below:

## EDUCATION

- **Continued recognition of the Missouri State Board of Nursing by the U.S. Department of Education as an approval agency for nurse education** for four years. The Board has had this recognition since 1970 and received continued recognition on May 25, 2017. The Board is currently one of five Boards across the country that has this recognition.
- Licensed 21 individuals from the **Air Force Nursing Services Practical Nurse (PN) Training Program – Basic Medical Technician Corpsman Program (BMTCP) 4N051/4N071 (4N training program)**.
- Developed and promulgated **Veteran's Bridge program rules** to foster completion of the practical nurse curriculum for service members with education, training and service in the medical field. Rules became effective in October 2017. Meetings with institutions of higher learning have been conducted to engage schools to develop Veteran's Bridge programs.
- Representative of the Missouri State Board of Nursing and board staff visited the **Medical Education Training Center** in San Antonio, Texas in May 2018 with focus on expansion of academic pathways for military service members to continue their education in nursing and other health care related programs.
- Rule change became effective in October 2017 to accept **Intravenous (IV) Therapy Certification** for Licensed Practical/Vocational Nurses that are licensed in in another state. This change provides for much faster readiness for LPNs to work in Missouri and saves verification fees for licensees.
- Provided grant funding to professional nursing programs under the **Board's Nursing Education Incentive Program**. The State of Missouri established, through legislative action and appropriation of funds, the "Nursing Education Incentive Program" in order to increase the physical and educational capacity of nursing education programs in Missouri. In 2016, \$979,620 was awarded. In 2017, \$810,221 was awarded for a total of \$1,789,841 for the FY2017. In spring 2018 an additional \$693,353 was awarded. Since inception of incentive funding in 2011 Missouri nursing programs have received a total **\$5,333,194**.
- The Board negotiated/succeeded in **program closure of four (4) underperforming nursing programs**. All four (4) programs are now closed.
- National Council of State Boards of Nursing's (NCSBN) **Regional NCLEX Workshop** presented as this year's Innovative Best Practice (IBP) in Nursing Education Conference. The Workshop was held on April 6, 2018 and co-sponsored by the Missouri State Board of Nursing with State Fair Community College. There were 132 nurse educators from all levels of nursing education present. The Workshop was offered free of charge at all attendees. Workshop objectives included:
  - Identifying the NCSBN practice analysis process and explaining how the results are used to update NCLEX test plans;
  - Illustrating basic principles of computer adaptive testing and describing standard setting;
  - Explaining the steps of the NCLEX item development process;
  - Identifying NCLEX alternate item formats;
  - Demonstrating and applying principles of item writing in the NCLEX style; and
  - Identifying the use and application of NCLEX® Program Reports and Candidate Performance Reports by nursing education programs.
- **95.8% employers and 100% of educators** indicated the board of nursing's guidelines and regulations regarding supervision of student nurses are adequate to assure safe and competent care.

## COMPLIANCE

- Legislation for an **alternative to discipline program** to remove impaired nurses from practice in a more timely fashion and increase public protection was passed.
- Held board committee meetings every two weeks followed by full board mail ballots to ensure timely resolution of complaints. **Twenty Consumer Protection Conference Calls were held in FY2018.**

## INVESTIGATIONS

- The average number of days to complete an investigation was 53 days.

## LEGAL

- The board employs three attorney team members with a combined 47 years' experience.
- The Board experienced a decline in performance and increase in contract costs in 2018 due to vacancies. Lack of competitive pay impacts the board's duties:

	Performance Improvement with In-House Attorneys and Paralegals Comparing 2008 to 2017			Performance Decrease & Increased Contract Cost with Vacancies Comparing 2017 to 2018	
	2008	2017	Change	2018	Change
Board Decisions	1,605	2,311	30% increase	2354	Little change
Board Hearings	106	179	40% increase	142	<b>26% decrease</b>
RNs Licensed	87,798	105,014	16% increase	110,439	5% increase
LPNs Licensed	24,646	25,478	7% increase	25,260	Little change
Contract Attorney Fees	\$184,143.32	\$17,069.11	91% reduction	\$65,72 8.86	<b>74% increase in 1 year</b>
Calendar Days to Complete a Case: From Receipt of Complaint to Final Resolution	284	95	67% improvement	98	*slight increase

## LICENSURE

- The average number of days to issue a temporary permit to Registered Nurses was **6.36 days** and for Licensed Practical Nurses was **10.37 days**. This is calendar days; not business days.
- In FY2018, the board of nursing changed licensure applications to require evidence of lawful presence in order to comply with 8 U.S.C.A. §1621, which requires evidence of lawful presence prior to granting a professional license. This has increased the application processing time.
- Answered **58,622 telephone calls**.
- Revised all instruction letters and applications for licensure to ensure that the process was streamlined and easily understood by applicants.
- Continued to use Nursys.com for license verification purposes. This improves customer service because nurses can request verifications online 24 hours a day and verifications are immediately available. Utilization of Nursys.com also strengthens our

fraud prevention efforts. A total of **6,272** of Missouri nurses requested that their Missouri license be verified to another state and **3,209** nurses licensed in other states requested verification into Missouri.

- Continued to urge nurses and employers to enroll in Nursys e-Notify for many reasons. Enrollment in this system alerts the institution and/or nurse before a license expires and when it expires. Alerts are sent to the enrollee any time any discipline is attached to the enrolled license. For a nurse enrollee, this system can help prevent any fraudulent licenses or certificates being issued in the nurse's name. Missouri is a member of the nurse licensure compact. A multi-state license is tied to the nurse's primary state of residence. A change to a nurse's primary state of residence could change the multi-state license status. This system will notify the enrollee if that status changes. When a nurse submits a license renewal online, the license is not automatically renewed. This system notifies the enrollee when the license is renewed. This system pushes notification of changes to the enrollee rather than having to continually re-query the system. A total of **1,014 institutions accounting for 88,047 nurses** were enrolled in the institution e-Notify. A total of **64,531 (47.3%) of Missouri-licensed nurses** were enrolled in nurse e-Notify.

## WORKFORCE

- Added the workforce data elements to Nursys e-Notify so workforce related information can be provided by the nurse during license renewal. This information is used for the purposes of nursing workforce research. A total of **64,531 (47.3%) of Missouri-licensed nurses** were enrolled in nurse e-Notify.
- Produced Missouri's first Nursing Workforce Report through a contract with the Office of Social and Economic Data Analysis at the University of Missouri – Columbia to conduct research on Missouri's healthcare workforce by collecting and analyzing healthcare workforce data regarding nurses licensed by the board of nursing.

## PRACTICE

- The practice section performed **31 presentations** about the Missouri Nurse Practice Act and the Board of Nursing. Of those, 13 presentations were to schools of nursing, two were to community RN groups, five were to school nurse groups, and eleven were to other organizations.
- Continued to provide timely in-person responses to hundreds of email and phone inquiries.
- Continued to build and reinforce relationships with other health care related state agencies and associations/organizations.
- Through an emergency rules amendment and simultaneous proposed amendment, the Board expanded the mileage limit that an advanced practice registered nurse can be from their collaborating physician from thirty (30) miles or fifty (50) miles if in a health professional shortage area to seventy-five (75) miles. This rule change was necessary to address the public's access to healthcare to improve health outcomes, reduce health disparities, and lower healthcare expenditures. When Missourians have access to primary healthcare services and resources, their health problems are detected and treated earlier.

## OPERATIONS

- 91% of nurses, 100% of employers, and 100% of nurse educators** in Missouri indicated the timeliness of the response on an email inquiry as excellent or good.

## LEADERSHIP

### Bibi Schultz, Director of Education

- Multi-State Collaborative on Military Credit (MCMC). Term ran from June 1, 2015 through October 31, 2017.
- Midwestern Higher Education Compact's (MHEC) Midwestern State Authorization Reciprocity Agreement (M-SARA) Regional Steering Committee.
- NCSBN Nursing Education Outcomes and Metrics Committee. Terms ran September 2016 through August 2018.

### Lori Scheidt, Executive Director

- Elected to the National Council of State Boards of Nursing's (NCSBN) Board of Directors for a two year term that began August 2016.
- Presented at a national conference on fraud detection.
- Served as part of an enhanced Nurse Licensure Compact e-Learning Development Workgroup that developed an online course for boards of nursing.



# EDUCATION STATISTICS

## NURSING PROGRAMS

In FY 2018 there were 99 schools in the State of Missouri with approval to provide nursing education leading to initial licensure. The schools included 41 Practical Nursing programs, 30 Associate Degree programs, 1 Diploma program, and 27 Baccalaureate Degree programs.

## MISSOURI PRACTICAL NURSING PROGRAMS

Full Approval Unless Otherwise Specified

Air Force Nursing Services  
Applied Technology Services—South County  
Applied Technology Services—MET Center  
Bolivar Technical College  
Cape Girardeau Career and Technology Center  
Carthage Technical Center  
Cass Career Center  
Clinton Technical School  
Columbia Public School  
Concorde Career College  
Franklin Technology Center  
Hannibal—LaGrange University PN Program  
Hillyard Technical Center (Conditional Approval)  
Jefferson College Bi-level Program  
Kirksville Area Technical Center  
Lex La-Ray Technical Center  
Metropolitan Community College—Penn Valley (Conditional Approval)  
Mineral Area College  
Moberly Area Community College  
Moberly Area Community College—Mexico  
Nevada Regional Technical Center  
North Central Missouri College—Trenton

North Central Missouri College—Maryville  
North Central Missouri College—Bethany  
Ozarks Technical Community College—Lebanon  
Ozarks Technical Community College—Table Rock  
Ozarks Technical Community College—Springfield  
Pike-Lincoln Technical Center  
Rolla Technical Center  
Saline County Career Center  
Sikeston R-6  
South Central Career Center  
St. Charles Community College  
St. Louis College of Health Careers  
State Fair Community College—Sedalia  
State Fair Community College—Eldon Satellite Site  
State Technical College of Missouri  
Texas County Technical College  
Three Rivers College—Kennett Satellite Site  
Three Rivers College—Poplar Bluff (formerly Poplar Bluff Technical Career Center)  
Warrensburg Area Career Center  
Washington School of Practical Nursing  
Waynesville Career Center

## MISSOURI ASSOCIATE DEGREE PROGRAMS

Full Approval Unless Otherwise Specified

Bolivar Technical College  
Columbia College  
Columbia College—Lake Ozark  
Cox College

Crowder College—Cassville  
Crowder College—McDonald County  
Crowder College—Neosho  
Crowder College—Nevada

East Central College—Rolla  
 East Central College—Union  
 Hannibal La-Grange University  
 Jefferson College Bi-Level Program  
 Lincoln University—Fort Leonard Wood  
 Mercy College of Nursing and Health Sciences SW Baptist  
 University —Salem Satellite Site  
 Mercy College of Nursing and Health Sciences SW Baptist  
 University  
 Metropolitan Community College—Penn Valley  
 Mineral Area College  
 Missouri State University—West Plains  
 Moberly Area Community College—Moberly  
 Moberly Area Community College—Kirksville Satellite Site  
 Moberly Area Committee College—Mexico Satellite Site  
 National American University (Closed 6/29/18)  
 North Central Missouri College

North Central Missouri College—Maryville  
 Ozarks Technical Community College  
 Ozarks Technical Community College— Table Rock Satellite  
 Site  
 Southeast Missouri Hospital College of Nursing and Health  
 Sciences  
 St. Charles Community College  
 St. Louis Community College—Florissant Valley  
 St. Louis Community College—Forest Park  
 St. Louis Community College—Meramec  
 State Fair Community College—Sedalia  
 State Fair Community College—Eldon Satellite Site  
 Texas County Technical College  
 Three Rivers Community College—Poplar Bluff Three  
 Rivers Community College—Sikeston satellite site

## MISSOURI BACCALAUREATE DEGREE PROGRAMS

Full Approval Unless Otherwise Specified

Avila University  
 Blessing-Rieman College of Nursing  
 Central Methodist University  
 Central Methodist University—Columbia Satellite Site  
 Chamberlain University College of Nursing  
 College of the Ozarks  
 Columbia College (Initial Approval)  
 Cox College  
 Cox College—Cabool Satellite Site  
 Goldfarb School of Nursing at Barnes-Jewish College  
 Graceland University School of Nursing  
 Lincoln University  
 Maryville University  
 Missouri Baptist University (Initial Approval)  
 Missouri Southern State University

Missouri State University Springfield  
 Missouri Valley College  
 Missouri Western State University  
 Park University (Initial Approval)  
 Research College of Nursing  
 Southeast Missouri State University  
 St. Louis University  
 St. Luke's College of Health Sciences  
 Truman State University  
 University of Missouri—Columbia Sinclair School of Nursing  
 University of Missouri—Kansas City  
 University of Missouri—St. Louis College of Nursing  
 University of Central Missouri  
 William Jewell College

## MISSOURI DIPLOMA PROGRAMS

Full Approval Unless Otherwise Specified

Lutheran School of Nursing (Conditional Approval)

## NCLEX® EXAMINATION RESULTS

### CALENDAR YEAR 2017

Appointments for taking the National Council Licensure Examination (NCLEX®) for Registered Nurses and Licensed Practical Nurses are authorized by the Board.

	Number taking the test for the first time.	Number that passed	Percentage that passed
U.S. RNs	157,735	137,410	87.11%
Missouri RNs	3,761	3,336	88.70%
U.S. LPNs	46,947	39,364	83.85%
Missouri LPNs	1,081	994	91.95%

## LICENSURE STATISTICS (7/1/2017-6/30/2018)

	Registered Nurse	Licensed Practical Nurse
Licensure by Examination (includes nurses not educated in Missouri)	3,842	1,157
Licensure by Endorsement	2,262	207
Licensure by Renewal of a Lapsed or Inactive License	1,499	277
Number of RNs & LPNs holding a current nursing license in Missouri as of 6/30/2018	110,439	25,260

There were 1,118 new Advanced Practice Registered Nurse (APRNs) recognized in Fiscal Year 2018.

There were 10,434 APRNs recognized as of 6/30/2018.

There were 320 APRNs granted Controlled Substance Prescription Authority in FY2018.

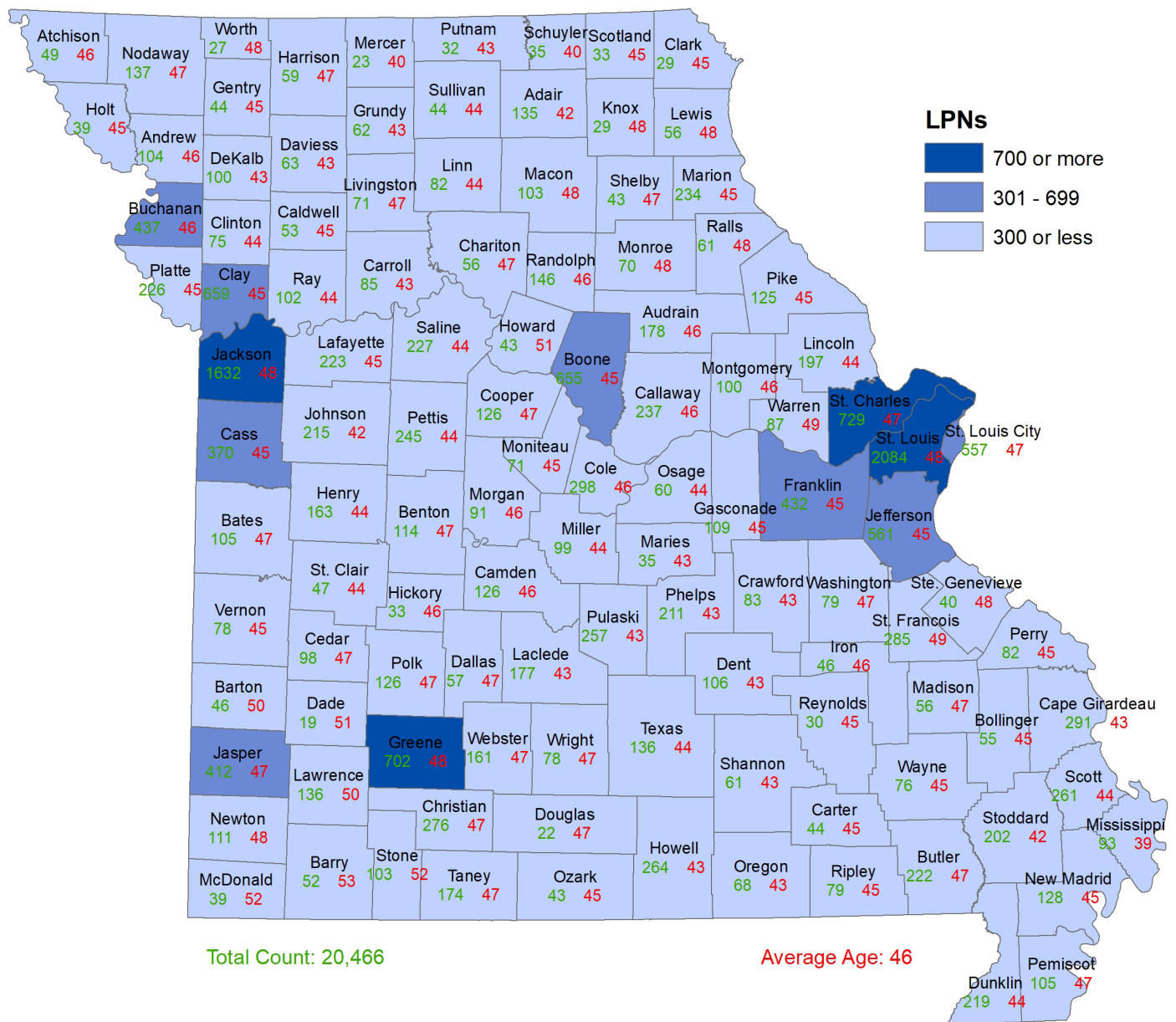
There were 1,908 APRNs with Controlled Substance Prescription Authority as of 6/30/2018.

# AVERAGE AGE OF NURSES

The average age of nurses continues to stay about the same. This is based on all nurses licensed in Missouri, regardless of where they reside.

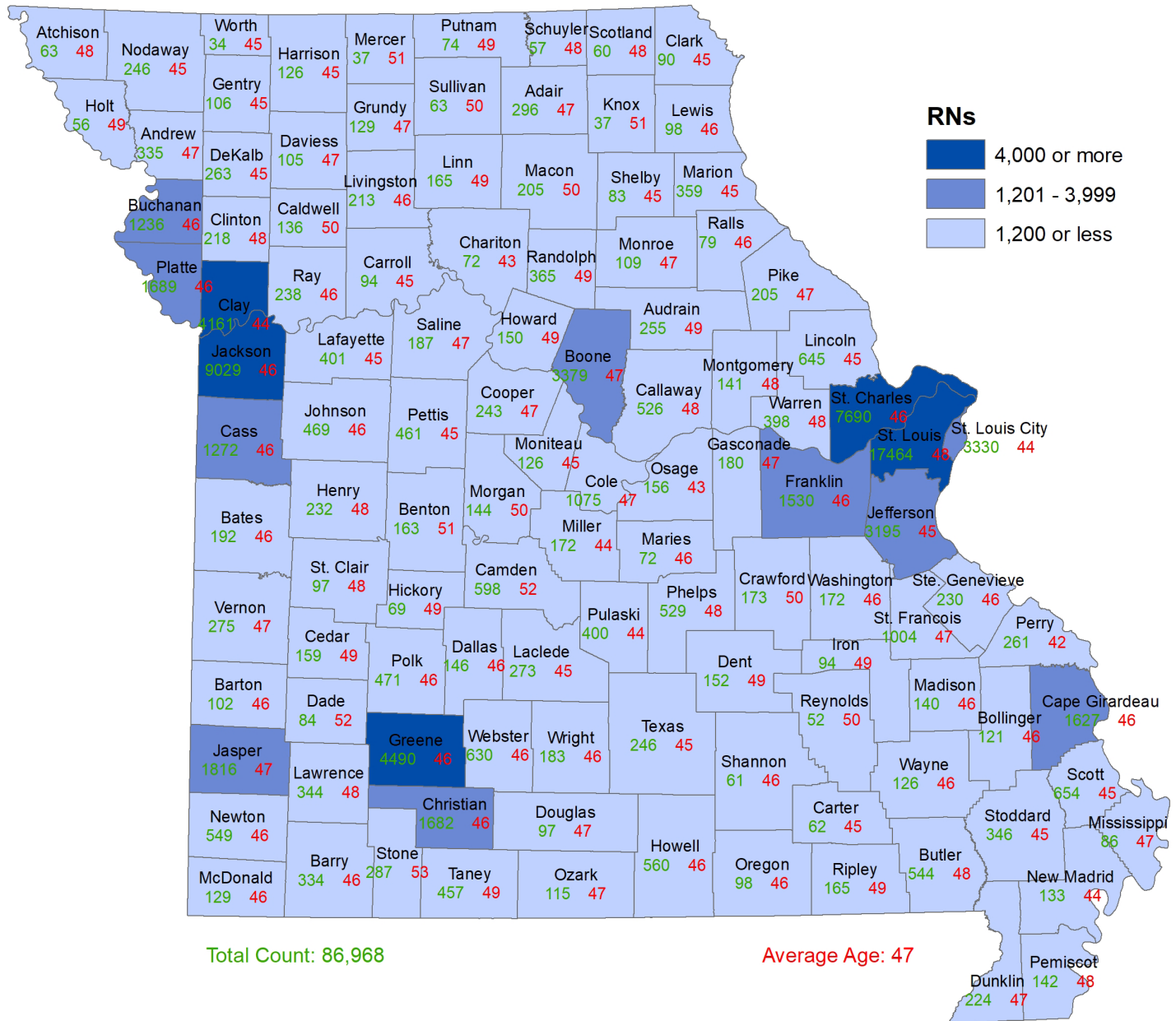
The following three maps depict the average age by county and the count of the number of nurses in each county that had a current Missouri nursing license and Missouri address as of July 1, 2018.

## MISSOURI LICENSED PRACTICAL NURSES



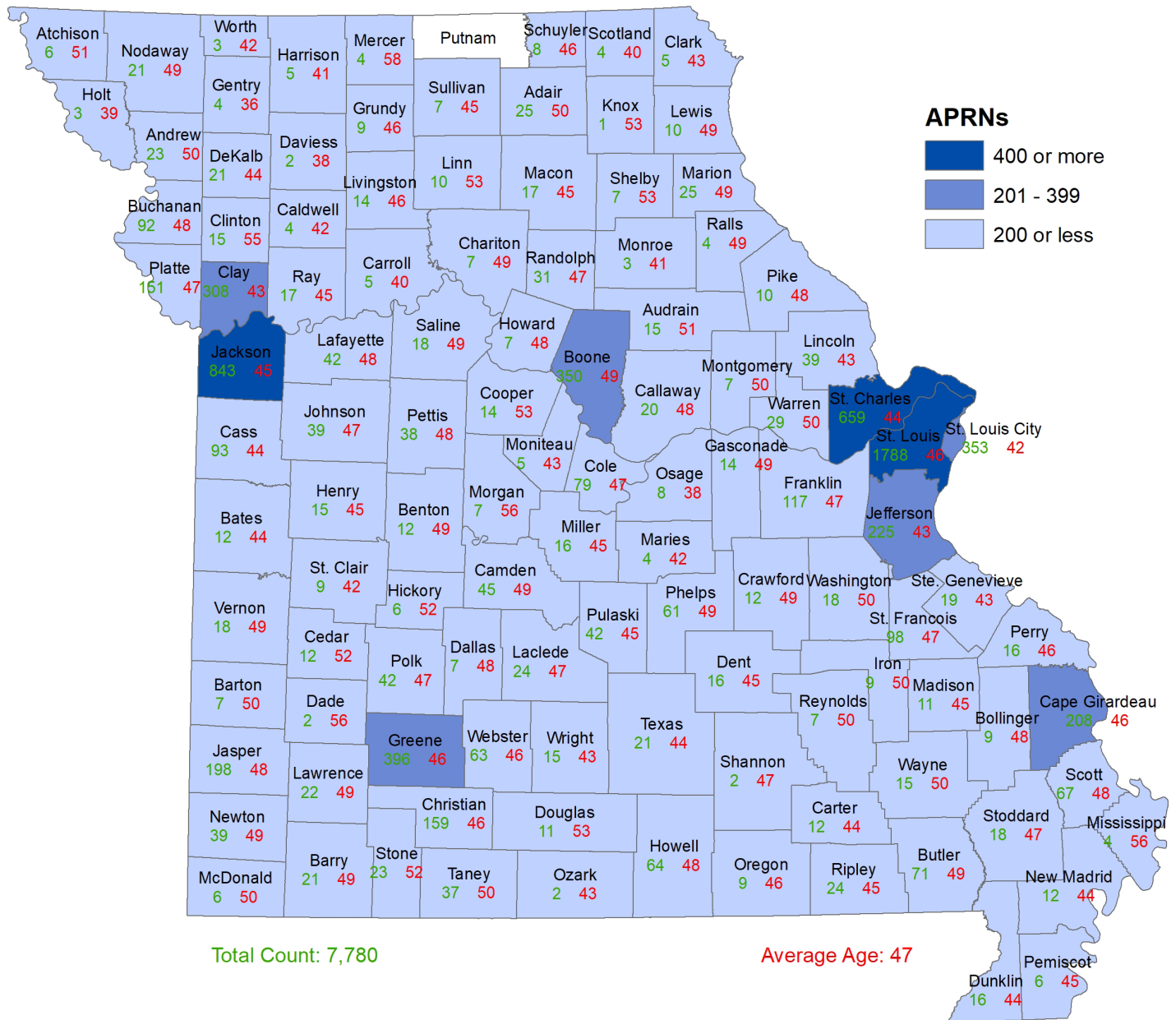


## MISSOURI REGISTERED NURSES



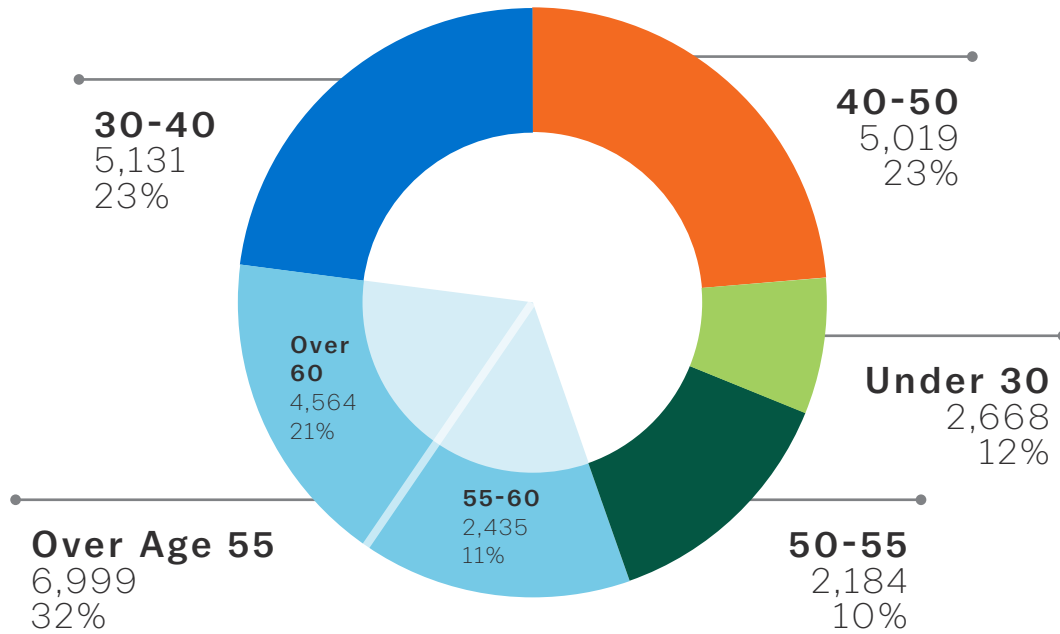
Source: Missouri State Board of Nursing - 2018

# MISSOURI ADVANCED PRACTICE REGISTERED NURSES

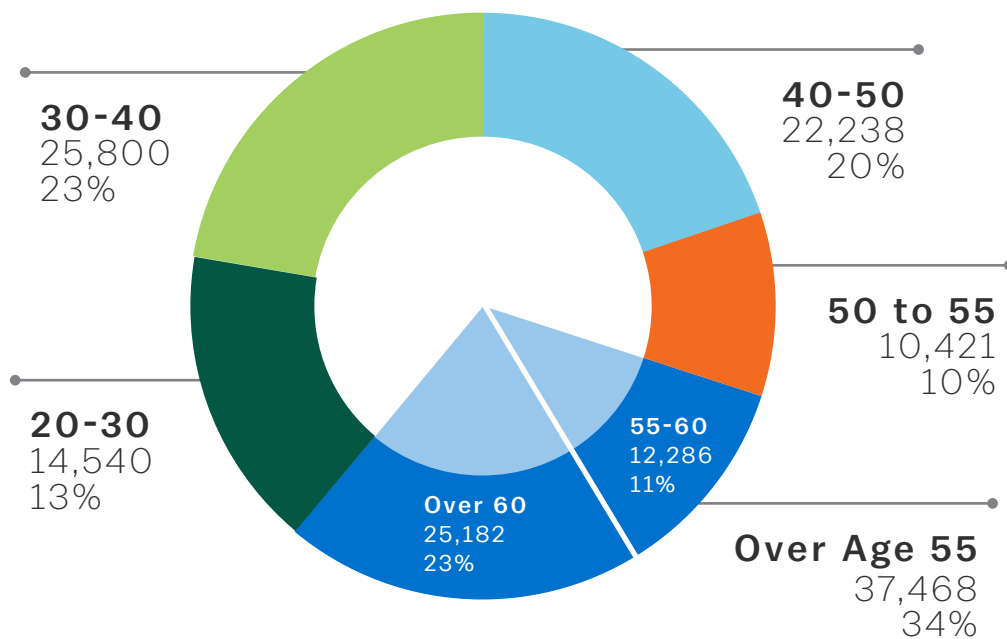


Source: Missouri State Board of Nursing - 2018

## LICENSED PRACTICAL NURSES AGE DISTRIBUTION



## REGISTERED NURSE AGE DISTRIBUTION



## DISCIPLINARY ACTIONS

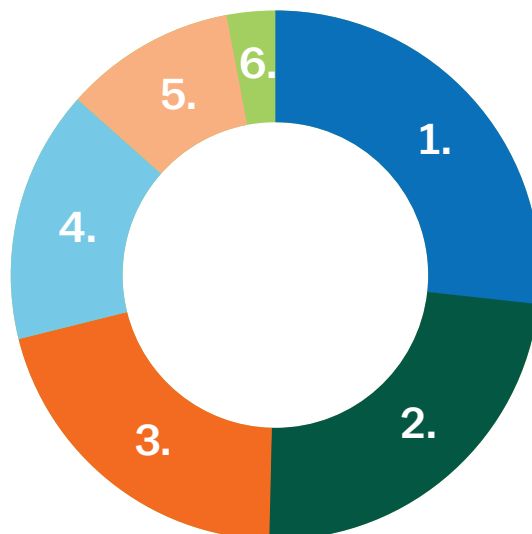
Complaints are received from many sources, both mandatory reporters (hospitals, ambulatory surgical centers, temporary nursing staffing agencies, nursing homes, nursing facilities as defined in Chapter 198, or any entity that employs or contracts with licensed health care professionals to provide health care services to individuals) and others (employers, public, etc.) All complaints that are filed against the license of a nurse are reviewed to determine what action should be taken by the Board. Following an investigation into the matter, the Board may either pursue disciplinary actions or non-disciplinary actions. The latter includes taking no action or issuing a letter of concern for the conduct. If the Board determines disciplinary action is appropriate, one of the following disciplinary actions may be pursued: censure, probation, suspension, and/or revocation. The Board may also accept a voluntary surrender of a license, which may or may not be deemed disciplinary action.

## HEARINGS

The Board has the authority to conduct three types of hearings: disciplinary after the Administrative Hearing Commission (AHC) has determined there is cause for discipline; disciplinary when the Board receives a certified copy of a sentence and judgment in a criminal proceeding, receives discipline from another state, or receives certified records finding the licensee has been judged incapacitated or disabled; and probation violation. When the Board determines to pursue disciplinary action, a settlement agreement is generally offered. If the licensee does not agree with the settlement agreement, the matter is filed with the AHC to determine if there is cause to discipline the license of the nurse. If the AHC determines there is cause, a disciplinary hearing before the Board is conducted to determine what disciplinary action should be taken. In FY 2018, 77 disciplinary hearings were conducted. Once a licensee has been placed on discipline, they are required to abide by the terms of the disciplinary agreement or Board order. If they do not, a violation hearing before the Board is conducted to determine what additional disciplinary action should be taken. In FY 2018, 65 violation hearings were conducted by the Board. If the Board receives certified court records of a criminal finding of guilt or incapacitation or disability or evidence of discipline from another state, the Board determines whether cause exists to discipline the license and if so, what, if any, discipline is appropriate.

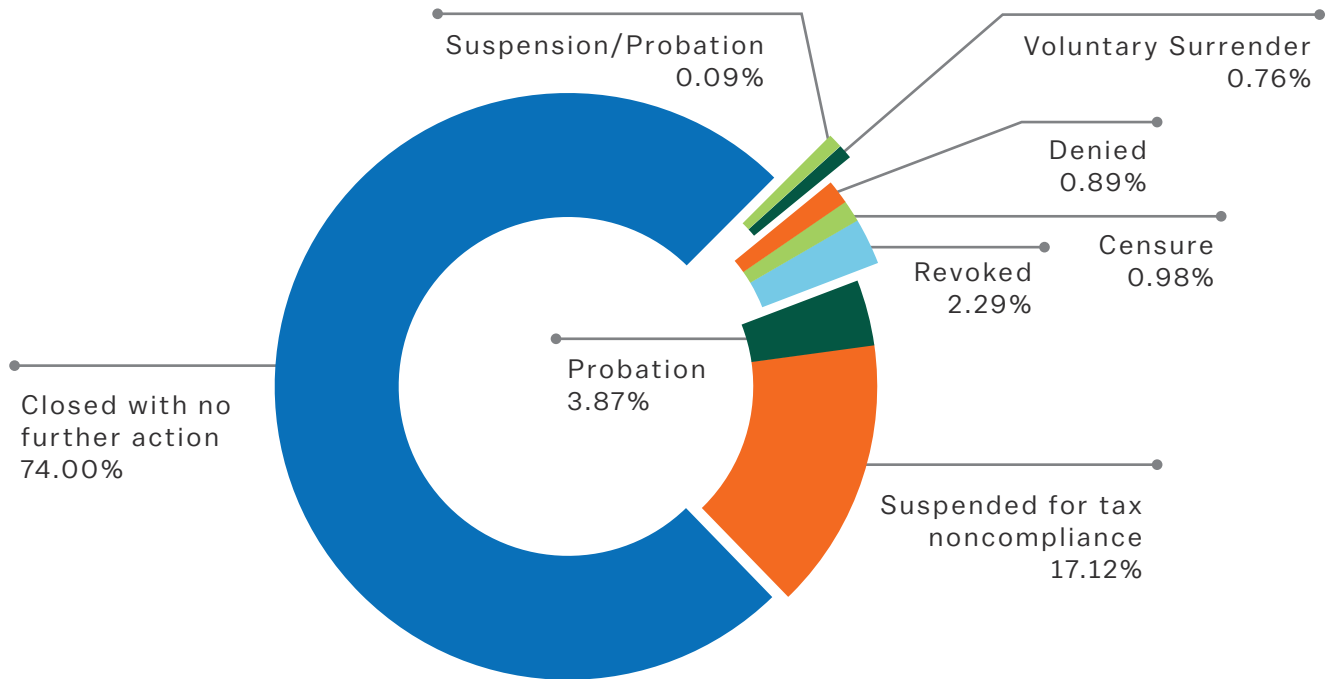
## COMPLAINT CATEGORIES FY 2018

1. Criminal 26%
2. Alcohol/Drugs 23%
3. Tax noncompliance 17%
4. Discipline or EDL 16%
5. Practice 14%
6. Unlicensed Practice 4%
7. Lawful Presence (not reflected on chart as the percentage of cases is less than 1%)

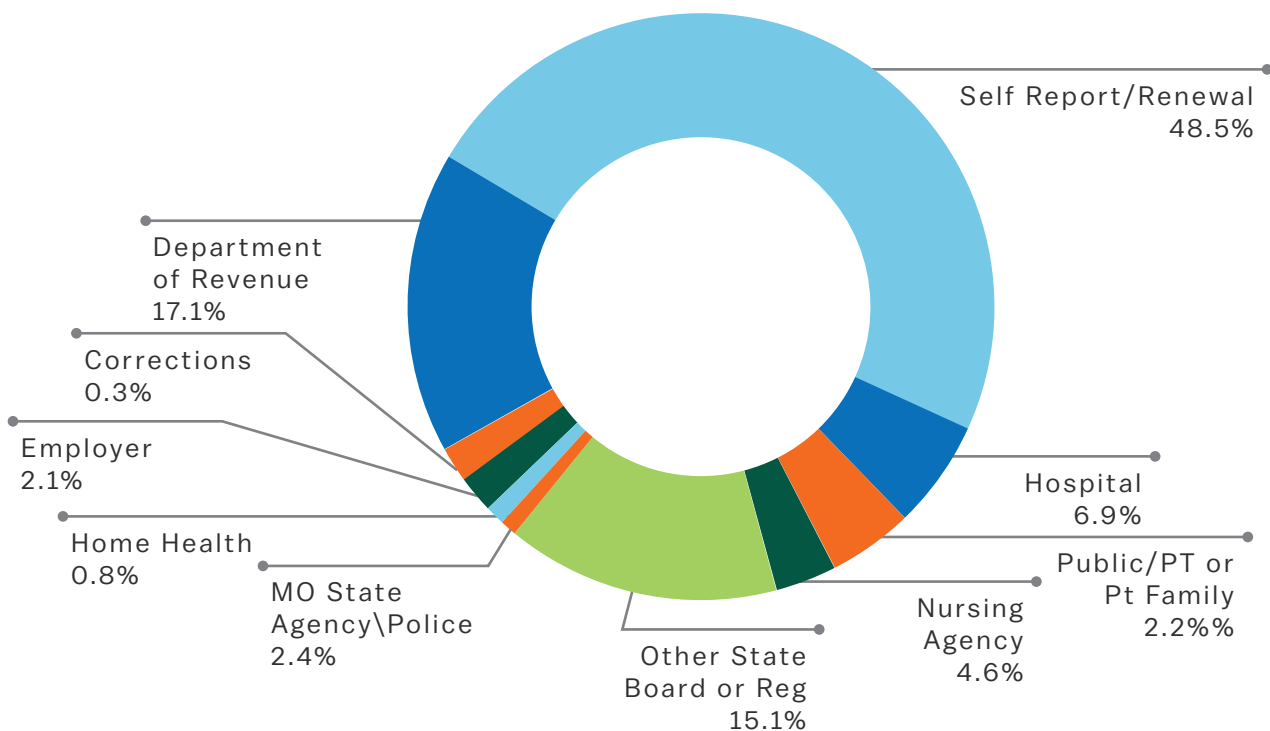




## FINAL ACTIONS FY 2018



## CLOSED COMPLAINTS BY SOURCE FY 2018



## FINANCIAL INFORMATION

The Board of Nursing operates solely on fees that are received from the licensees the Board regulates. The Board deposits all fees received in the state treasury and credits them to the State Board of Nursing. The Legislature then appropriates money from the fund to the Board of Nursing each year to pay all administrative costs and expenses of the Board.

Revenue & Expenses	
Beginning Fund Balance	\$9,953,205.81
Total Revenue Received	\$1,855,716.86
<b>Total</b>	<b>\$11,808,922.67</b>

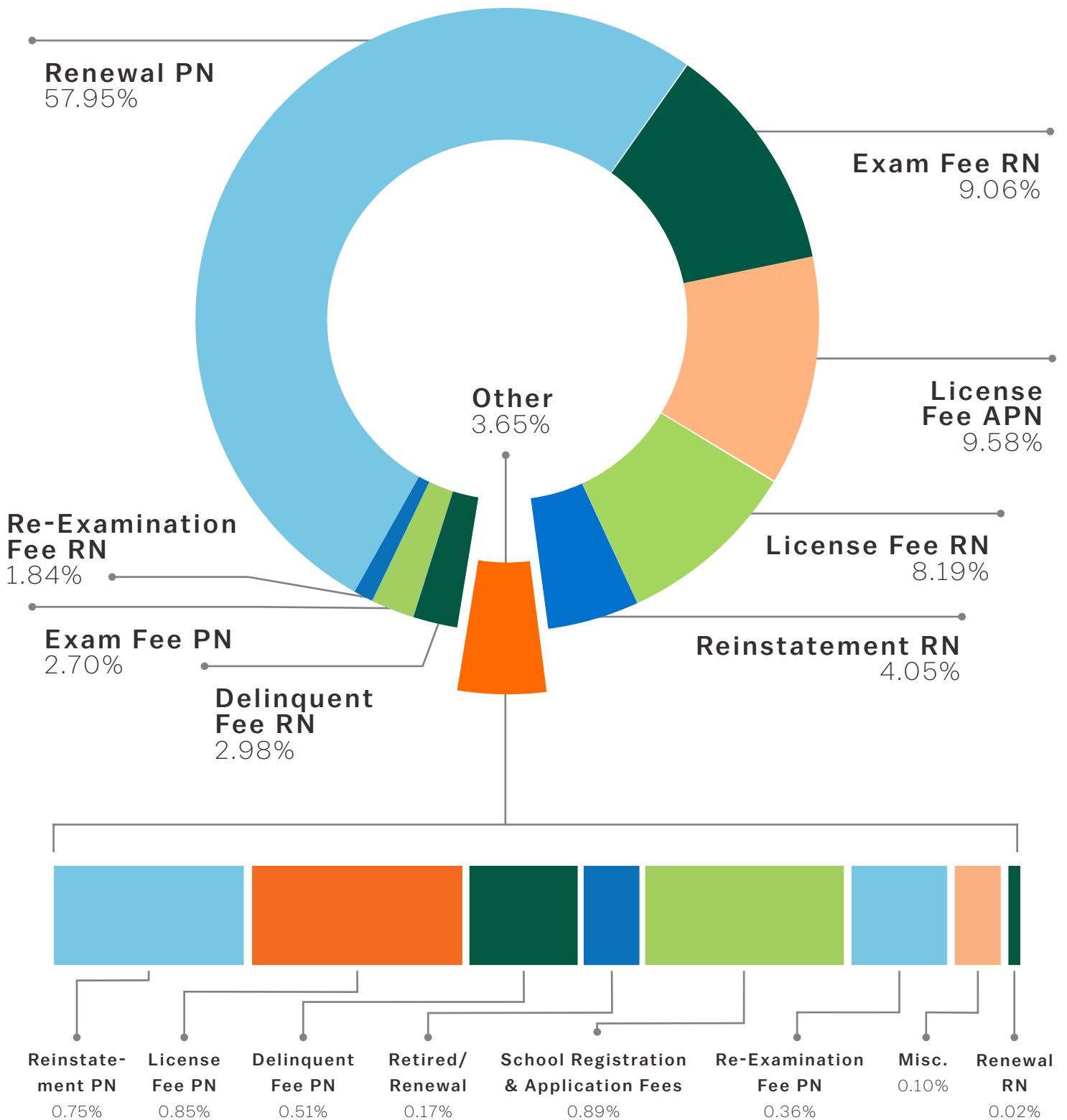
Actual Operating Expenses—FY 2018	
Amounts below represent actual amounts utilized including transfers	
Expenses & Equipment/Grants	\$553,133.09
Personal Services/Per Diem	\$1,129,681.00
Transfers (see below)	\$1,425,195.76
Nurse Education Incentive Grant	\$693,353.00
<b>Total Operating Expenses</b>	<b>\$3,801,362.85</b>
<b>Ending Fund Balance FY2017</b>	<b>\$8,007,559.82</b>

## NURSING FUND TRANSFERS

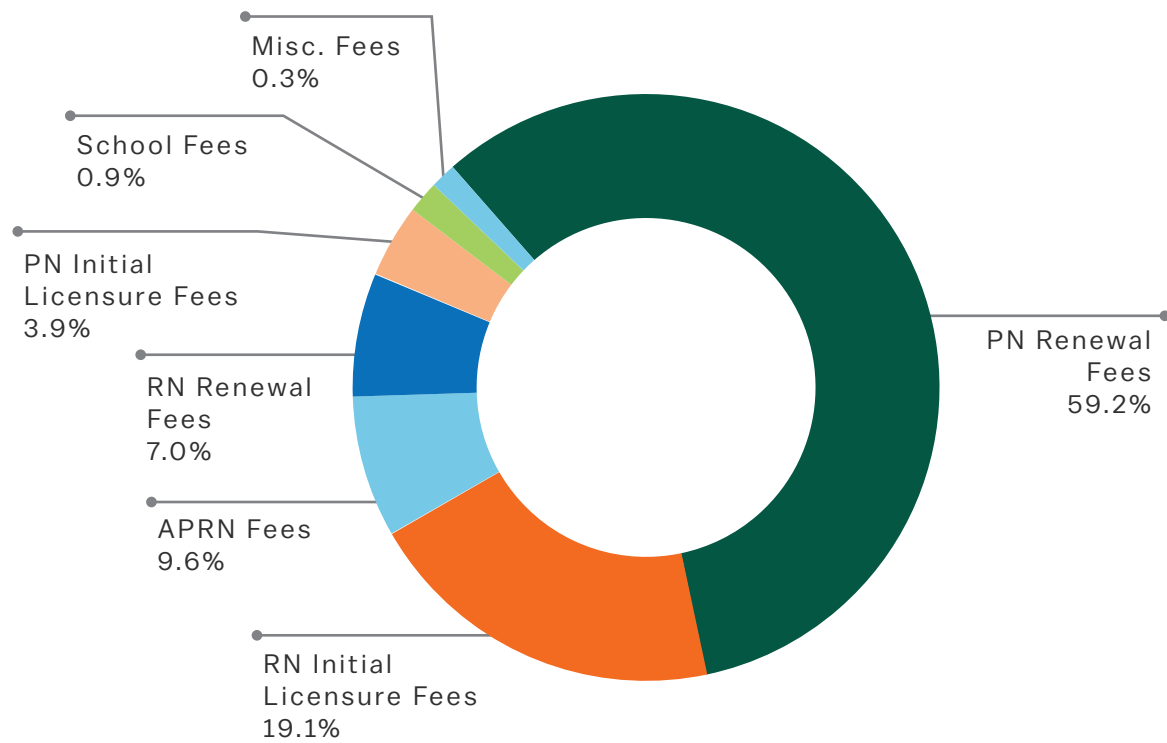
Transfers consist of monies that are transferred directly from the Board of Nursing fund to various funds and/or entities to pay for services and other operating costs that are not a part of the money that is appropriated to the Board for board specific expenses and equipment and personal services/per diem. These transfers occur each fiscal year but the amounts vary. Transfers in FY 2018 were as follows:

Nursing Fund Transfers	
Rent	\$42,084.21
Fringe Benefits	\$578,433.96
DIFP	\$45,867.14
Refunds	\$386.75
Professional Registration	\$649,542.85
OA Cost Allocation	\$15,791.00
AG & AHC Transfers	\$35,488.15
Carryover Transfers	\$57,382.70
Unemployment	\$219.00
<b>Total Transfers</b>	<b>\$1,425,195.76</b>

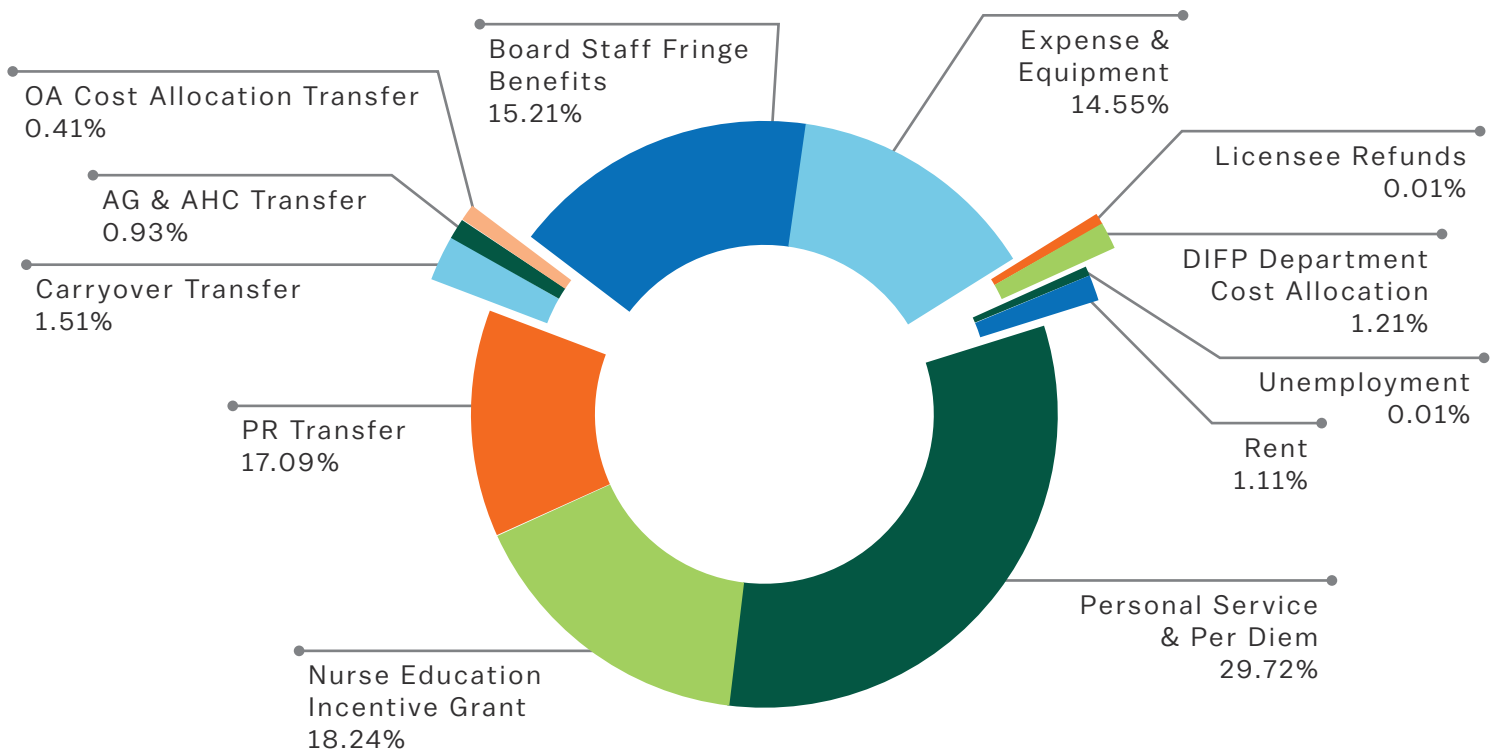
# ACTUAL REVENUE FY 2018



## SOURCE OF FUNDS FY 2018



## USE OF FUNDS FY 2018







## BOARD OF NURSING



3605 Missouri Boulevard  
P.O. Box 656  
Jefferson City, MO 65102



573.751.0681 Telephone  
573.751.0075 Fax  
800.735.2966 TTY  
800.735.2466 Voice Relay



[nursing@pr.mo.gov](mailto:nursing@pr.mo.gov)  
[pr.mo.gov/nursing](http://pr.mo.gov/nursing)



Department of Insurance,  
Financial Institutions  
& Professional Registration

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